



IF YOU ARE PREGNANT YOU HAVE RIGHTS AT WORK

**Do you work in Massachusetts?
Do you work for a company that has more than 6 employees?
Are you or were you pregnant?**

You have the right to:

- ⇒ fair treatment on the job
- ⇒ to keep working through the end of your pregnancy
- ⇒ changes to your job
- ⇒ help doing your job
- ⇒ to be hired for a job no matter when you are due

You have the right to reasonable changes to your job if you or your health care provider requests them

These changes are recognized as reasonable:

- ⇒ more frequent or longer breaks
- ⇒ time off for doctor's appointments
- ⇒ time off to recover from childbirth
- ⇒ to sit down while you do your job
- ⇒ temporary transfer to a less strenuous or hazardous job
- ⇒ eliminating some tasks from your job
- ⇒ light duty
- ⇒ assistance with manual labor or
- ⇒ changes to your work schedule.

You do not need a health care provider's note for:

- ⇒ more restroom, food, or water breaks
- ⇒ seating
- ⇒ limits on lifting more than 20 pounds
- ⇒ a private place to pump (a bathroom does not count and is not allowed)

You have the right to your employer's cooperation:

- ⇒ you are not required to ask in writing
- ⇒ you can ask any supervisor
- ⇒ your boss has to talk to you about what your needs are



If you take parental leave, you have the right to return to:

- ⇒ the same or a similar position
- ⇒ the same or similar pay
- ⇒ the same or similar seniority
- ⇒ the same or similar benefits

**If your employer is not giving you these rights, it might be violating
[The Pregnant Workers' Fairness Act](#)**

You can do something about that. Pontikes Law can help.

**Contact us
617-357-1888
www.pontikeslawllc.com**



IF YOU ARE BREASTFEEDING YOU HAVE RIGHTS AT WORK

**Do you work in Massachusetts?
Do you work for a company that has more than 6 employees?
Are breastfeeding?**

You have the right to:

- ⇒ a private, comfortable, non-bathroom space to express breast milk or to breastfeed
- ⇒ an uninterrupted break to breastfeed or express breast milk
- ⇒ electrical outlets for breast pumps
- ⇒ tables or other surfaces to hold breast pumps and other needed items
- ⇒ seating
- ⇒ as many breaks as you need to pump
- ⇒ to be treated the same way other employees who take breaks are treated

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